# Occupational Wage Survey

## NORFOLK-PORTSMOUTH (HAMPTON ROADS), VIRGINIA

February 1952

Bulletin No. 1088

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#### Introduction 1/

The Norfolk-Portsmouth area is 1 of 40 major labor markets in which the Bureau of Iabor Statistics is currently conducting occupational wage surveys. Occupations common to a variety of manufacturing and nonmanufacturing industries were studied on a community-wide basis. Cross-industry methods of sampling were thus utilized in compiling earnings data for the following types of occupations: (a) office; (b) professional and technical; (c) maintenance and power plant; (d) custodial, warehousing, and shipping. In presenting earnings information for such jobs (tables A-1 through A-4) separate data have been provided wherever possible for individual broad industry divisions.

Earnings information for occupations that are characteristic of particular, local industries have been presented, when studied, in Series B tables. This supplemental coverage was omitted in the survey in the Norfolk-Portsmouth area. Union scales (Series C tables) are presented in lieu of (or supplementing) occupational earnings for several industries or trades in which the great majority of the workers are employed under terms of collective-bargaining agreements, and the contract or minimum rates are indicative of prevailing pay practices.

Data were collected and summarized on shift operations and differentials, hours of work, and supplementary benefits such as vacation and sick leave allowances, paid holidays, non-production bonuses, and insurance and pension plans.

#### The Hampton Roads Area

The Hampton Roads area which includes the counties of Princess Anne, Elizabeth City, Norfolk, and Warwick, and the cities of Norfolk, South Norfolk, Portsmouth, Newport News, and Hampton had a total population of more than 589,000 in 1950; approximately 60 percent of this total resided within the limits of the respective cities.

The Bureau's estimate of the annual budget for a Norfolk worker's family was \$4,146, ranking 20th in a group of 34 large cities surveyed in the United States during October 1951. The budget is described as providing a "modest but adequate" level of living for an urban worker's family of four persons—an employed father, a housewife not gainfully employed, and two children under 15 years of age. Between October 1951 and the time of this survey in January 1952, retail prices remained fairly stable.

The Hampton Roads area is important both as an industrial and a commercial center. The area is serviced by three major airlines and a modern network of highways.

Indicative of Hampton Roads' industrial importance is the large variety of mamufacturing plants located in the area; ship construction and repair, flour mills, paper, and chemical plants comprise the backbone of the area's industrial activity. Manufacturing employment during March 1952 was approximately 25 percent of the total nonagricultural employment of approximately 205,685. 2/ The transportation equipment industry employed 35,000 workers, with the remaining 15,000 manufacturing workers distributed among the food and kindred products; lumber and furniture; paper; printing; and chemical industries.

Unionization in the Hampton Roads area was almost wholly confined to the manufacturing and the public utilities industries. More than 80 percent of the plant workers in the public utilities division were employed by establishments having written agreements with labor unions. In the manufacturing industries, approximately three in four workers were employed by firms with union contracts. Union representation of plant workers in the other industry groups was negligible. The only significant unionization among office workers was in the public utilities group. Nearly 40 percent of the office workers in these industries were employed by establishments having collective bargaining agreements covering office workers.

#### Occupational Wage Structure

Extensive wage adjustments were made in the Hampton Roads area between the outbreak of hostilities in Korea and January 1952. These general wage increases, expressed either as cents-per-hour or as percentage increases, were granted to substantial numbers of workers in all industry groups studied. Generally, cents-per-hour raises ranged from 5 to 15 cents and percentage increases ranged from 5 to 10 percent. Individual wage adjustments were also received by a large number of workers in addition to, or in lieu of, general increases.

Virtually all plant workers in the Hampton Roads area were employed in establishments with formalized minimum entrance rates for inexperienced workers. Minimum rates of 75 cents or more an hour were recorded in establishments representing three-fourths of the total plant employment. The manufacturing industries reported entrance rates ranging from 75 cents to more than

Prepared in the Bureau's regional office in Atlanta, Ga., by Louis B. Woytych under the direction of Harry H. Hall, Regional Wage and Industrial Relations Analyst. The planning and central direction of the program was carried on in the Bureau's Division of Wages and Industrial Relations.

<sup>2/</sup> Hampton Roads Labor Market, March 1952, Virginia State Employment Service.

\$1.20 an hour. The highest minimum rates were paid generally by the public utilities industries—more than three-fifths of the plant workers were in establishments with minimums of 90 or more cents an hour. Minimum entrance rates recorded among establishments in the services group were typically lowest—nearly two-thirds of the workers were employed in establishments with minimums of less than 50 cents an hour.

The prevalent scheduled workweek for both office and plant workers in the Hampton Roads area was 40 hours. Almost three-fourths of the office workers and about two-thirds of the plant workers in all industries were employed in establishments having a scheduled 40-hour workweek. More than nine-tenths of the plant and office workers in manufacturing establishments were on a 40-hour schedule. A majority of the plant workers in the trade and service industries were employed on work schedules in excess of 40 hours, whereas more than a third of the office workers in the public utilities group were working 37.5 hours a week or less.

About a tenth of the plant workers in the Hampton Roads manufacturing establishments were employed on extra shifts. Nearly all these extra-shift workers received shift differentials, expressed predominantly as a percentage addition to day rates—most generally 7 percent for both second and third shift work.

Nearly all office workers and approximately threefourths of the plant workers in the Hampton Roads area received one or more paid holidays a year. More than two-thirds of the office workers and more than half of all plant workers received at least six paid holidays annually.

Formal provisions for granting paid vacations to employees with at least 1 year of service was a part of the policy of establishments employing more than nine-tenths of the office workers and almost all the plant workers in all industries. The average vacation period for office and plant workers, after 1 year's service, was 1 week. Most of the plant employees in the area with 2 years' service were granted 1 week, and more than three-fourths of the public utilities plant workers were granted 2 weeks. The length of paid vacations for both office and plant employees with 5 years' service was predominantly 2 weeks.

Manufacturing establishments, employing approximately a tenth of all plant workers in this group, based their rates of first-level supervision (generally designated leadmen or working foremen) on a fixed differential above rates earned by those supervised. The differential took the form of a specified percentage or cents-per-hour addition to the earned rates of the highest paid workers supervised. Such supervisory pay practices were even more infrequent among establishments in other industry groups.

#### A: Cross-Industry Occupations

## Table A-1: Office Occupations

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

		Ave	RAGE						1	NUMBEI	R OF W	ORKERS	RECEI	IVING S	TRAIGH	T-TIME	WEEK	LY EAR	NINGS	OF—	-		1-			
Sex, occupation, and industry division	Number of workers	Weekly hours (Standard)	Weekly earnings (Standard)	and			\$ 32.50 35.00									_ ;	_	-	_	-	-	-	100	-	-	DILLE
Men			\$																				-			
okkeepers, hand	80	41.5	74.00	-	-	-	-	/-	-	-	-	-	11	-		-	9	9	8	8	6	3	10	10	-	2/6
Manufacturing	14	39.5	92.50	-	-	-		-	-	-	-	-	-	-	-	-	9	9	8	14	2	3	10	10		2/0
Normanufacturing	66	42.0	70.00	-	-	-	-	-	-	-	-	-	11	-	-	-	9		0	1	1	)	7	10		
Public utilities *	11	39.5	80.50	-	-	-	-	-	-	-	-	-	-	-		-	9	2 7	-	_	1	2	2	10		-
Wholesale trade	32	40.C	74.50	-	-	-	-	-	-	-		-	-				,	1			-	,	-	1		1
erks, accounting	163	39.5	60.50	-	-	-	-	10	8	14	-	5	12	6	-	4	16	29	20	11	8	7	-	5	5	3
Manufacturing	82	39.5	69.00	-	-	-	-	-	-	-	-	4	4	6	-	-	4	21	14	7	2	7	-	5	5	3
Normanufacturing	81	40.0	52.00	-	-	-	-	10	8	14	-	1	8	-	-	4	12	8	6	4	6	-	-	-	-	-
Wholesale trade	61	40.0	51.00	-	-	-	-	10	8	9	-	-	7	-	-	3	6	6	6	-	6	-	-	-	-	-
	۳۱.	40.0	6h.00								_	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-
erks, order	54	40.0	64.00	-						-	-	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-
Normanufacturing	54	40.0	64.00	-	-	-	-	-	-	-	-	-	-	-	6	-	14	19	8	-	-	7	-	-	-	-
Women.																										
illers, machine (billing machine)	17	42.0	41.50	-	-	-	2	4	2	2	-	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Normanufacturing	12	42.5	37.50	-	-	-	2	4	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-		-	
illers, machine (bookkeeping machine)	65	40.0	42.50	-	-	-	12	2	-	20	13	-	1	10	-	2	2	-	-	-	-	-	-	-	-	-
Normanufacturing	58	40.0	43.50	-	-	-	5	2	-	20	13	-	1	10	-	2	2	-	-	-	1100					100
Wholesale trade	30	40.0	46.50	-	-	-	-	-	-	6	0	-	4	10	-	2	2								-	
Retail trade	25	40.0	40.50	-	-	-	4	2	-	12	,		-			-		-				1				
ookkeepers, hand	184	41.0	53.50	-	-	-	-	6	-	10	2	11	22	35	28	13	-	38	14	-	1	14	-	-	-	
Manufacturing	59	39.5	59.50	-	-	-	-	-	-	-	2	-	8	-	3	8	-	23	11	-	-	4	-	-	-	
Nonmanufacturing	125	42.0	50.50	-	-	-	-	6	-	10	-	11	14	35	25	5	-	15	3	-	1	-	-	-	-	
Wholesale trade	28	41.0	48.00	-	-	-	-	6	-	-	-	6		9	-1	>	-	1	1	-	-	-				
Retail trade	54	43.0	50.00	-	-	-	-	-	-	7	-	3	14	23	14	-		14	-	-				_		
Services	35	42.0	52.50	-	-	-	-	-	-	6		2	-	3	10		-	14	-	-					3.33	
ookkeeping-machine operators, class A	45	42.0	47.00	-	-	-	-	5	1	4	-	11	1	19	4	-	-	-	-	-	-	-	-	-	-	+ :
Normanufacturing	39 16	43.5	46.50	1 -	-	-		>	1	4		1	-	15	-	-		-	-	-	-	-	-	-	-	
Retail trade	10	43.5	50.00																							
ookkeeping-machine operators, class B	192	40.0	42.00	-	-	9	30	27	16	26	21	24	14	12	9	2	2	-	-	-	-	-	-	-	-	
Nonmanufacturing	180	40.0	41.50	-	-	9	30	27	9	26	21	24	11	12	9	-	2	-	-		1 9 8		1			
Retail trade	34	42.5	42.50	-	-	-	-	15	7	4	4 5	22	9	1	2	-	-								1	
Finance **	115	39.5	40.00	-	-	9	30	10	7	20	,	22	, ,	1	-		1									
alculating-machine operators										1	1000						1			1						
(Comptometer type)	108	40.0	47.00	2		1	-	8	3	16	16	13	13	8	9	4	4	9	1	1	-	-	-	-	-	-
Nonmanufacturing	94	40.0	47.00	2	-	1	-	8	3	15	7	13	12	8	9	3	14	1 9	-	-	-	-	-	-	-	
Retail trade	53	40.0	47.00	2	-	1	-	3	3	10	4	3	6	5	6	-	4	0	-	-	-	-				
James accounting	514	11.0	43.00	_	8	0	57	57	ы	101	25	82	119	144	22	2	2	13	2	-	-	-	-	-	-	
Manufacturing	111	40.0	46.50		-		-	3	16	28	L	5	15	16	17	-	-	6	1	-		-	-	-	-	
Nonmanufacturing		11.5	42.00	-	. 8	9	57	54	25	73	21	77	34	28	5	2	2	1 7	1	-	-	-	-	-	-	
Public utilities *		40.0	45.00	-	-	-	6	-	-	4	7	5	1	6	1	1	1	1	-	-	-	-	-	-	-	
Wholesale trade	33 96	11.5	40.00	-	-	-	10	34	9	16	11		10	6	-	-	-	-	-	-	-	-	-	-	-	
Retail trade	184	42.5	44.50		-	1	6	14	111	48	2	69	22	6	4	1	-	6	1	-	-	-	-	-	-	
				700	8	5	30	8	1	5	1	3	1	-	-	-	1	-	-	-	-	-	-	-	-	
Finance **	63	39.5	35.50	-	1 0	1 1	5	8	1	1 -	1	1 -		10			1				1		1		1	

See footnotes at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

#### Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

		Ave	RAGE			1		- 10		NUMBE	ER OF W	VORKER	S RECE	IVING	STRAIG	HT-TIM	E WEEL	KLY EAI	RNINGS	OF—						
Sex, occupation, and industry division	Number of workers	Weekly hours (Standard)	Weekly earnings (Standard)	madam	-	-	-	-	-	_	_	_	-	-		-	-	-	-	-	-	-	\$ 85.00 90.00	_		10.200
Women - Continued																										
			\$																							1
lerks, file, class A	13	39.5	52.50	-	-	-	-	-	-	1	-	-	-	9	-	-	-	3	-	-	_	-	-	-	-	-
Manufacturing	12	39.5	53.50	-	-	-	-	-	-	-	-	- 1	-	9	-	-	-	3	-	-	-	-	-	-	-	-
lerks, file, class B	116	40.0	36.50	3	12	13	12	14	23	33	2	4	-	-	-	-	-	_	_	_						
Nonmanufacturing	79 115	40.0	37.00	3	8	5	4	14	19	24	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
wholesale trade	45	40.0	38.50	-	-	4	-	4	14	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1 -
Lerks, general	699	40.5	46.50	2	14	57	32	50	34	66	59	48	69	106	27	112	14	ليلا	16	8	7	2		-		
Nonmanufacturing	400	41.0	42.50	2	14	43	28	41	34	47	26	33	28	51	5	26	4	11	2	2	3	-	-	-	-	-
Public utilities *	68	39.0	48.50	-	-	-	8	2	-	2	8	11	8	16	-	2	1	6	2	2	-	-	-	-	-	-
Retail trade	57 187	40.0	49.50	2	-	36	70	27	-	17	8	3	7	-	3	10	3	3	-	-/	3	-	-	-		-
Finance **	50	39.5	43.50	-	-	7	10	31	33	14	7	7	13	33	2	14	-	-	-	-/-	-	-	-	-	-	-
Services	38	43.5	34.00	-	14	-	10	2	-	6	-	6	13	-	-	-	-	2	-	-	-		-	-	-	-
lerks, order	14	40.0	42.00	-	_	-	4	3	-	3	_	-	-	2		-		2	-	_	_					
lerks, payroll	252	1.0.0	۲٥ ٥٥					,														-				
Nonmanufacturing	151 51	40.0	18.00	-	-	-	-	6	2	12	11	15	5	32	21	8	13	17	5	4	-	-	-	-	-	-
Public utilities *	10	39.0	47.50	-	_	-	_	4	-	2	2	2	1	0	7	3	4	3	-	-	-	-	-	-	-	-
Retail trade	20	42.0	45.50	-	-	-	-	4	2	3	ī	2	-	4	-	-	4	-	-	-	-	-	-		-	-
sy-punch operators	61	40.0	44.50	_	_	),	8	2	,	8		18	10	1	6		1									
Nonmanufacturing	31	39.5	39.00	-	-	4	8	2	1	8	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ffice girls	12	39.5	43.50	-		_	2	1	1	1	-	3	3	-	-	1	-	-	-	-	-	-		_	-	-
ecretaries	188	40.0	56.50					2		2	2	la.	6	12	33	02	-0	7.0		,	•					
Manufacturing	63	40.0	62.50	-	-	-	-	-	-			2	0	12	11	21	18	18	10	2	8	4	3	1	1	-
Nonmanufacturing	125	40.0	53.00	-	_	_	-	2	_	3	3	39	6	8	22	1	16	14	2	2	1	4	3	1	1	-
Public utilities *	16	39.5	54.00	-	-	-	-	-	-	-	í	2	-	2	6	-	1	-	1	-	-		2	74 24	49	
Wholesale trade	33 46	40.0	56.50	-	-	-	-	-	-	-	-	15	-	-	-	4	3	8	-	-	-	-	3	-	-	
Retail trade	18	40.5	51.50	-	-	-	-	2	-	2	-	11	5	3	11	-	6	4	1	-	1	-	-	-	-	-
	10	27.02	54.50	-	-	-	-	-	-	1	2	1	1 .	1	5	-	3	2	-	2	-	-	-	-	-	-
tenographers, general	380	40.C	48.00	-	-	4	3	18	19	41	54	80	29	37	21	18	12	25	12	6	1	-	_	_		
Manufacturing	172	39.5	50.50	-	-		-	7	5	19	17	34	11	18	16	4	3	20	11	6	1	-	-	-	-	-
Nonmanufacturing	208	40.5 39.0	46.00	-	-	4	3	11	14	22	37	46	18	19	5	14	9	5	1	-	-	-	-	-	-	-
Wholesale trade	89	40.0	48.00		-	-	-	2	9	16	4	3	10	2	-	-	1	2	-	-	-	-	-	-	-	-
Retail trade	65	42.0	47.50		_	2	-	0	2	10	20	14 24	4 2	13	3 2	14	2	-	-	-	-	-	-	-	-	-
Finance **	23	39.5	47.00	-	-	1	2	1	3	3	-	3	2	1	-	14	3	3	1	-	-	-	-	-		-
ritchboard operators	174	42.0	36.50	22	26	6	ьо	1.	9	m	20	20	7	-1										- 10		
Normanufacturing	163	42.0	35.50	22	26	6	40	1,	9	21	13	10	-	14	2	1	5	1	-		-	-	-	-	-	-
Wholesale trade	18	40.0	41.00	-	-	-	40	2	4	9	15	10	-	15	1		-	1	-	-	-	-	-	-	-	-
Retail trade	39	40.0	36.00	-	9	6	6	-	-	9	1	1	_	L	-								10	-	-	-
Services	82	44.5	31.50	22	17	-	33	1	1	-	4	-	-	4	-	-	-	-	-	-	-	-	-	_		-
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									1																	

See footnotes at end of table.

\* Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

#### Table A-1: Office Occupations - Continued

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

		Ave	RAGE							NUMBI	ER OF W	ORKER	S RECE	EIVING S	STRAIGH	T-TIME	WEEK	LY EA	RNINGS	OF-						
Sex, occupation, and industry division	Number of workers	Weekly hours (Standard)	Weekly earnings (Standard)	\$ 25.00 and under 27.50	\$ 27.50 30.00	\$ 30.00 - 32.50	\$ 32.50 35.00	\$ 35.00 37.50	\$ 37.50 40.00	\$ 40.00 42.50	\$ 42.50 45.00	\$ 45.00 47.50	\$ 47.50 50.00	\$ 50.00 52.50	\$ 52.50 55.00	55.00 5 57.50	57.50 - 60.00	\$ 60.00 65.00	\$ 65.00 70.00	\$ 70.00	\$ 75.00 80.00	\$ 80.00 85.00	\$ 85.00 90.00	\$ 90.00 95.00	95.00 LOO.00	\$ 100 an ov
<u>Women</u> - Continued		*	*																							
witchboard operator-receptionists	113	40.5	43.50	-	-	8	6	-	4	39	18	5	7	14	5	5		1	1	-	_	-	_	-		
Manufacturing	69	39.5	46.00	-	-	-	-	-	14	11	10	-	5	3	5	4	-	1	1	-	-	-	-	-	-	-
Nonmanufacturing		41.0	41.50	-	-	8	6	-	-	28	8	5	2	11	-	1	-	-	-	-	-	-	-	-	-	-
Public utilities *	10	39.5	14.50	-	-	-	-	-	-	2	5	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Wholesale trade	28	40.0	38.00	-	-	8	-	-	-	17	-	3	-	-	-	-	-	-	- 62	-	-	-	-	-	-	-
Retail trade	29	43.0	111.00	-	-	-	6	-	-	9	3	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-
ypists, class A	17	39.0	44.50	-	-	-	1	1	1	9	-	_	1	_	2	1	1	_	-	-	-	-	-	-	-	-
Nonmanufacturing	17	39.0	44.50	-	-	-	1	1	1	9	-	-	1	-	2	1	1	-	-	-	-	-	-	-	-	-
ypists, class B	251	40.5	W.50	-	-	24	14	16	27	77	36	25	13	7	7	2	1	2	-	-	-	-	-	-	-	-
Manufacturing	82	39.5	45.00	-	-	-	-	8	3	21	10	12	10	6	5	2	1	2	-	-	-	-	-	-	-	-
Nonmanufacturing	169	40.5	39.50	-	-	24	14	8	22	56	26	13	3	1	2	-	-	-	-	-	-	-	-	-	-	-
Public utilities *	47	39.5	38.50	-	-	11	4	1	5	19	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	46	40.0	38.00	-	-	12	-	2	10	20	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance **	26	39.5	40.50	-	-	1	6	5	2	5	-	2	. 2	1	2	-	-	-	-	-	-	-	-	-	-	-

Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Workers were distributed as follows: 1 at \$100 to 105; 1 at \$105 to 110; 1 at \$115 to 120; 3 at \$125 to 130.

Transportation (excluding railroads), communication, and other public utilities.

\*\* Finance, insurance, and real estate.

#### Table A-2: Professional and Technical Occupations

(Average straight-time weekly hours and earnings 1/ for selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

		Ave	RAGE				NUM	BER OF	WORKE	ERS REC	CEIVING	STRAI	GHT-TI	ME WEI	EKLY E	ARNING	GS OF—				
Sex, occupation, and industry division	Number of workers	Weekly hours (Standard)		s 45.00 and under 47.50																	
Women Wurses, industrial (registered)	16	40.0	\$ 70.50	3	-	1	-	1	-	_	-	2	-	3	-	1	-	3	-	-	2

1/ Hours reflect the workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours.

## Table A-3: Maintenance and Power Plant Occupations

(Average hourly earnings 1/ for men in selected occupations studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

Commodel on and dudusters dented on	Number	Average hourly	Under	\$ 0.80	\$ 0.85	8	\$ 0.95	\$ 7.00	\$ 05	\$ 70	\$ 75	\$ 7.20	\$ 7 25	\$ 30	\$ 35	\$ 1.0	\$ 1.5	\$ 50	\$ 7 55	\$ 40	\$ 7 45	\$	\$ 75	\$ 00	\$	\$	\$ 2.10	\$	\$
Occupation and industry division	workers	earnings	\$	-	-	-	-	-	-	-	1.17	1.20	1.25	-	1.00	-	1.45	1.50	1.55	1.00		1.70		1.80		2.00	2.10	2.20	2
			0.80	.85	•90	.95				1.15	1.20	1.25			1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	2.00	2.10	2.20	2.30	2
		\$																							1				
rpenters, maintenance	115	1.79	-	-	-	-	-	-	-	2	-	-	2	2	4	6	-	3	-	24	7	3		1	22	32	2	5	
Manufacturing		1.80	-	-	-	-	-	-	-	2	-	1.1	2	2	4	6	-	3	-	19	7	3	-	-	18	24	2	4	
ectricians, maintenance	117	1.83	_		- 1											13													
Manufacturing	95	1.85	-	-	-	-	-	-	-	-	-	-	-	-	_	13	2	6	2	20	5		4	-	16	38 38	1	10	-
Nonmanufacturing	22	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	-	_	1	-	8	20	1	10	
Public utilities *	22	1.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	-	-	1	-	8	-	1	-	
gineers, stationary	69	1.77	-	-	-	-	_	-	-	3	-	-	8	-	-	5	1	_	4	1	-	-	_	21	h	11	h	5	
Nonmanufacturing	41	1.73	-	-	-	-	-	-	-	-	-	-	8	-	-	5	1	-	4	1	-	-	-	6	-	11	4	-	П
Services	31	1.77	-	-	-	-	-	-	-	-	-	-	4	-	-	5	1	-	-	1	-	-	-	6	-	10	4	-	
remen, stationary boiler	133	1.40	9	-	10	-	-	1	-	3	12	2	13	12	-	4		3	16	-	-	48	-	-	-	_	-	-	
Manufacturing	99 34	1.42	7 2	-	8	-	-	-	-	3	12	2	13	8	-	-	-	-	16	-	-	36		-	-	-	-	-	Г
			2		0			1	-	-	-	1.	-	4	-	4	-	3	-	-	-	12	-	-	-	-	-	-	
pers, trades, maintenance	275	1.32	-	-	6	11	1	3	-	4	24	12	45	26	13	49	78	2	1	-	-	-	-	-	-	-	-	-	
Manufacturing Nonmanufacturing	214	1.35	-	-	6	11	1	2	-	2 2	18	10	42	24	7	37	72	2	1	=	-	-	-	-	-	-	-	-	
hinists, maintenance	99	1.83	-	_	- 1					_				1.			10	3	1	14		8	2			25			
Manufacturing	87	1.85	-	-	-	-	-	-	-	-	-	-	-	4	-	-	10	2	1	8	-	8	5	-	1	35	3	7	-
Nonmanufacturing	12	1.72	-	-	-	-	-	-	-	-	-	-		-	-	-	-	1	-	6	-	-	2	-	3	-	-	-	
ntenance men, general utility	133	1.42	-	2	_	2	2	13	1	h	6	2	3	2	15	9	7	27	),	15			6	10	2		-1		
Manufacturing		1.53	-	-	-	-	-	-	-	-	-	2	-	-	5	6	2	27	4	14	-	-	3	3	-	-	-	-	
Nonmanufacturing		1.32	-	-2	-	2	2	13	1	4	6	-	3	2	10	3	5	-	-	1	-	-	3	7	3	-	- 1	-	
Retail trade	26	1.29	-	2	-	2	-			1.	-		2	2	1	-	5	-	-	-	-	-	2	5	3	-	-	-	
Services		1.06	-	-	-	-	2	13	-	-	6	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-	
hanics, automotive (maintenance)	217	1.52	-	_ 1	-	3	3	3				6	_	28	22	33	25	11	15	24	6	,	13	2	1.	10	-		
Manufacturing	57	1.42	-	-	-	3	3	-	-	-	-	-	-	-	12	24	2	8	- :	-	-		12	-	1	10	2	-	-
Nonmanufacturing	160	1.55	-	-	-	-		3	-	-	-	6	- '	28	10	9	23	3	15	24	6	1	13	3	3	6	5	2	
Public utilities *	117 2h	1.54	-	-	-	-	-	3	-	-	-	6	-	28	7	4	23	3	15	22	3	1	7	-	3	3	5	-	
															)	_ [		)		-	3	1		3		-	-		
hanics, maintenance	136	1.68	-	-	-	-	-	-	-	-	-	-	-	2	-	22	6	23	-	2]	9	1	9	11	15	15	2		-
Nonmanufacturing	82	1.54	-		-		-	-	-	-	-	-		2	-	16	6	21	-	10	-	1	3	-	3	-5	-	-	
Public utilities *	30	1.77	-	-	-	-	-	-	-		-	-	-	-	-	0	0	-		11 8	9		0	11	12	15	2	-	
ers	26	1.21				2		-					ь	15		1													
							N CO	)			-			15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
nters, maintenance	88	1.70	-	-	-		-	-	-	-	-	-	15	-	3	3	7	9	-	4	-	-	15	3	11	-	18	-	
Nonmanufacturing	48	1.57	-	-	-	-	=	-	-	-	-	-	15	=	-	3	1	6	-	4	-	-	15	3	7	-	18	-	
e fitters, maintenance	33	2.01	-	-	-	-	_	_	-	-	-	-	-	_	_	_					-				16	10	,	4	
Manufacturing	33	2.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	=	-		10	1	6	
et-metal workers, maintenance	24	1.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	9	-	3	-	_	6	-	1	-	

1/ Excludes premium pay for overtime and night work.
\* Transportation (excluding railroads), communication, and other public utilities.

								_	-					RECEIV				-				_		-	-			-	-
And the state of t	Number	Average hourly		\$		\$	\$	\$	\$	\$	\$ 95	\$ 000	8	\$ 7 00	\$ 05		\$ 75	\$ 7 20	1 25	\$ 30	3 35	3 40	3 . 1.5		1.60		1.80 1.	-90	
Occupation and industry division	workers	earnings	Under	0.50	0.55	0.00	0.05	0.70	0.75	-	-	-	-	-	-	-	-	- !	-	-	-	-	-	-	-	-	-	-	-
			0.50	.55	.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.70	1.80	1.90 2.	.00	2.
																						-							
ards	213	1.40	-	-	-	-	-	-	-	-	4	2	-	53	9	-	-	4	6	-	-	22	4	26	60	-		23	
Mamufacturing	153	1.56	-	-	-	-	-	-	-	-	-	-	-	3	9	-	-	-	6		-	22	4	26	60	-	-	23	
nitors, porters, and cleaners (men)	918	.94	4	39	20	44	37	14	205	'92	64	65	8	55 22	18	52 33	12	14	26	-	26	20	31 25	-	26	23	-	-	
Manufacturing	287	1.24	-	39	20	لما	37	14	15	89	18			33	23	19	6	1	8		20	-	6	-	-	-	-	-	
Normanufacturing	631	.80	4	39	-	44	21	14	26		20			11	21	6	2	-	-	-	79.	-	-	-1	-	- 1	-	-	
Public utilities *	56	.97	-	-				-	7	14	13			7	-	-		-	7	-	-	t -	6	-	-	-	-	-	
Wholesale trade	296	-74		31	18	27	35	14	109	12			5	i	2	12	4	1	i	-	-	-	-	-	-	-	-:	-	
Services	100	.74	4	8	2	17	2	-	111	-	-	16	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
nitors, porters, and cleaners (women)	880	.50	579	71	30	22	3	5	102	33	22		-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mamufacturing	54 826	.83	-	-	-	-	-	-	14		14		-	-	-	-	-	-	-	-	-	-	-	1 -		-	- 1		
Normanufacturing		.48	579		30	22	3	5	88			1	-	-	7	-	-	-	-	-	-		-		4				
Public utilities *	24	.90	- 100	_=	-	-	-	-	1			-	-	-	7	-	-	-							100		4		
Retail trade	220	-52	3/96	55	30	21	3	-	12		2	1	-	-	-	-								-			-		
Services	464	-गिर्ग	<b>4</b> /378	16	-	1	-	-	09	-	-	-	-																
der fillers	155	1.14	-	-	-	-	-	-	15	-	15	-	5	-	23	4	25	26	15	1	6	2	1.	10	1	-	-	-	-
Nonmanufacturing	139	1.14	-	-	-	-	-	-	15			-	5	-	23	3	13	25	9	1	6	2	1.	10	1				
Wholesale trade	113	1.12	-	-	-	-	-	-	15	-	15	-	>	-	23	-	п	,	,	-		-	4	10	4				
ckers	135	1.05	-	-	-	. 4	-	2	-	1	1	-	15	20	<u>26</u>	20	3	12	-	-	6	-	-	-	-	-	-	-	-
Manufacturing	54	1.08	-	-	-	-	-	2	-	1	1	-	15	25	23	20	2	12			-	_	-	-	-	-	-	-	
Normanufacturing	81	1.02	-	-	-	4	-	2		-	-	-	15	27	25			1.0							,	_			
ceiving clerks	50	1.48	-	-	-	1	-	-	-	2	1	-	-	-	3	-	5	-	8	-	5	-	2	3	4	1	-	-	-
Nonmanufacturing	33	1.31	-	-	-	1	-			2	_		-		3	-	2	-	-	-	3	-	-	1 3	2	1	-	-	
Retail trade	1.8	1.30	-	-	-	1	-			-					,								_	1		-			
ipping clerks	106	1.33	-	-	-	-	-	-	-	-	-	-	-	23	-	7	-	11	10	-	<u>15</u>	16	- 5	-	3	3	1	-	
Mamufacturing	37	1.40	-	-	-	-								23	-	-	-	h	10	-	12	í	5	6	3	3	-	-	
Normamufacturing	69 34	1.34	-	-		-	-	-	-	-	-	-	-	5	-	-	-	2	8	-	9	-	4	4	-	-	-	-	-
	236	1.32									5		-	11.	1	_	13	50	22	1	7	38	-	15	34	3	3	-	
ipping-and-receiving clarks	66	1.45	-	-	-	-	-	-	-		-	-	-	-	1	-	19	-	-	-	3	8	-	-	31	2	-	-	1
Normanufacturing	170	1.27	-		-	-	-	-	-		5	-	-	14	-	-	24	50	22	1	2	30	-	15	3	1	3	-	
Public utilities *	21	1.08	-	-	-	-	-	-	-	-	5	-	-	10	-	-	2	-	1	-	1	-	-	-	2	-	-	-	
Wholesale trade	58	1.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	-	-	-	16	-	15	-	-	-	-	
Retail trade	91	1.27	-	-	-	-	-	-	-	-	-	-	-	4	-	-	22	23	21	1	1	14	-		1	1	3	-	
ock handlers and truckers, hand	1,941	.94	-	-	-	-	-	14	325					164	499		27	3	16	4	16	-	-	2	-	35	-	2	-
Mammfacturing	507	.99	-	-	-	-	-	-	8	215				111	28	16	15	3	16	4	16	-	-	2	-	37		2	
Nonmanufacturing	1,434	.92	-	-	-	-	-	4			290			53	471	11	12	3	15	-	-	-	1	1 2				-	
Wholesale trade	382	.85	-	-	-	-	-	1 -	134	68				40	9		2	3	15	-	-			1			-		
Retail trade	406	.83	-	-	-	-	-	4	183	15	90	70	>	,	,	11	-	,	_										1
ruck drivers, light (under 1 tons)	265	.94	7	-	-	1	-	2	38			27	5	62	14	_	35	-	3	-	-	4	-	-	-	-	-	-	-
Manufacturing	54	1.02	-	-	-	-		-	-	6		3	5	28	-		-	-	3	-	-	4	-	-	1				
Nonmanufacturing	211	.92	7	-	-	1	-	2						34	14		35	-	-	-	-	-	-						
Wholesale tr	81	.87	-	-	-	-	-	-	24	-	26	12	-	19	-	-	-	-	-	-	-	-		1					
		1					1	1	100				1	1							1		1						1

See footnotes at end of table.
\* Transportation (excluding railroads), communication, and other public utilities.

## Table A-4: Custodial, Warehousing, and Shipping Occupations - Continued

(Average hourly earnings 1/ for selected occupations 2/ studied on an area basis in Norfolk-Portsmouth (Hampton Roads), Va., by industry division, February 1952)

										NUMI	BER OI	F WOR	KERS	RECEI	VING 8	STRAIG	GHT-TI	IME H	OURLY	EAR	NINGS	OF-							
Occupation and industry division	Number of workers	Average hourly earnings	Under	-	-	-	-	-	-	-	-	-	-	\$ 1.00 - 1.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Fruck drivers, medium (12 to and including 4 tons)	1 081	\$ 1.08		-		-			54	70	000																		
Manufacturing	151	1.12	-			-	_	-	24	70	278	80	16	146	89	48	35	13	36	9	16	6	-	6		64	30	-	-
Nonmanufacturing	930	1.07	-	-	-	-	_		54	111	258	80	16	130	89	39	27	10	16 20	-	16	6	-	3	21	-	-	-	
Public utilities *	117 313 140	1.13	-	-	-	-	-	-	-	-	10	-	2		15	8	16	3	8	0	16	-	-	3	40	Off	30	-	
Wholesale trade	313	1.19	-	-	-	-	-	-	24	26	18	50	h	33	15	9		2	-	_	10		-	2	48	24	30	-	
Retail trads	1110	.92	-	-	-	-	-	-	30	13	230	30	10	30 33 61	15 15 26	16	11	1	12	-	-	-	-	-	-	-	-	-	
Fruck drivers, heavy (over 4 tons, trailer type)	153	1.25	-	-	-	-	-	-	-	9	3	3	_	24	2	21	4	2	7	9	-	22	36		2				
Nonmanufacturing	136	1.28	-	-	-	-	-	-	-	-	3	3	-	24	2	21	-	-	7	9	-	22		9	-	-		-	-
Truckers, power (fork-lift)	73	1.08	-	-	-	-	-	-	8	12	-	3	1	-	19	1	_	11	2		7	6		3					
Manufacturing	57	1.03	-	-	-	-	-	-	8	12	-	-	1	-	19	-	-	11	-	-	3	-	-	3	-	-		-	1-
Watchmen	372	.98	-	3	-	1	4	1	38	78	50	h	28	56	8	12	23	22	1	),	22	8	0						
Manufacturing	184 188	1.03	-	-/	-	-	-	-	-	34	19	2	25	38	2	1	19	14	-	Ži.	15	8	-			-		-	
Normanufacturing	188	.92	-	3	-	1	4	1	38	44	31	2	3	18	6	8	L	8	1		7	-	9	-	-			-	
Public utilities *	39 49 28	.83	-	-	-	-	-	-	16	8	11	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	
Wholesale trade	49	1.10	-	-	-	-	4	-	10	-	3	2	-	-	6	-	-	8	-	-	7	-	9	-	-	-	-	-	
Services	28	.84	-	3	-	1	-	1	8	2	-	-	-	13	_	- 1	_		_	_					- 1				100

1/ Excludes premium pay for overtime and night work.
2/ Data limited to men workers except where otherwise indicated.
3/ Workers were distributed as follows: 6 at 35 to 40 cents; 9 at 40 to 45 cents; 81 at 45 to 50 cents.
4/ Workers were distributed as follows: 26 at 30 to 35 cents; 267 at 35 to 40 cents; 29 at 40 to 45 cents; 56 at 45 to 50 cents.

\* Transportation (excluding railroads), communication, and other public utilities.

(Minimum wage rates and maximum straight-time hours per week agreed upon through collective bargaining between employers and trade-unions. Rates and hours are those in effect on dates indicated.)

#### Table C-15: Building Construction

#### April 1, 1952

Bricklayers	\$3.250	40
		1 40
Carpenters	2.000	40
Electricians		40
Painters	2.050	40
Plasterers	2.800	40
Plumbers	2.625	40
Building laborers	1.000	40

#### Table C-205: Bakeries

#### July 1, 1951

Classification	Rate per hour	Hours per week
Bread and cake - Machine shops:		
Mixers, scalers	\$1.370	40
Checkers	1.340	40
Oven supervisors	1.270	40
Truck loaders	1.190	40
Wrapping-machine setters	1.170	40
and roll-machine operators	1.120	40
Oven feed and delivery	1.110	
Flour blenders	1.070	
feeders	1.040	40
Bakery helpers	•990	
Pan greasers, molder operators helpers, and bread packers	.990	40
Roll baggers	.840	40

#### Table C-27: Printing

#### July 1, 1951

Classification	Rate per hour	Hours per week
Book and job shops:		
Compositors, hand	\$2,000	40
Machine operators	2,000	
Photoengravers	2.125	40
Pressmen, cylinder	2.000	40
Newspapers:		
Compositors, hand - day work	2.453	37±
Compositors, hand - night work	2.560	371
Machine operators - day work	2.453	37
Machine operators - night work	2.560	37
Machine tenders (machinists) - day work Machine tenders (machinists) - night	2.453	372
Work	2.560	37₺
Photoengravers - day work	2.325	
Photoengravers - night work	2.400	
Pressmen, web presses - day work	2.493	1
Pressmen, web presses - night work	2.573	
Pressmen-in-charge - day work	2.769	
Pressmen-in-charge - night work	2.840	
Stereotypers - day work	2.650	
Stereotypers - night work	2.771	

#### Table C-41: Local Transit Operating Employees October 1, 1951

Classification	Rate per hour	Hours per week
1-man cars and busses: First 3 months	\$1.170 1.220 1.270	

#### Table C-42: Motortruck Drivers and Helpers

	Rate	Hour
Classification	per	per
	hour	week
General - Freight, local:		
Agreement A	\$1.000	48
Tractor-trailer	1.000	48
Helpers	.830	48
Agreement B	1.100	48
Tractor-trailer	1.200	
Helpers	1.050	48
Agreement C	1.050	
Tractor-trailer	1.050	1
Helpers	.920	
Agreement D	1.050	
Helpers	.900	
Moving - Furniture:		
Tractor-trailer, local	1.050	
Straight job	.950	
Helpers	.900	40
Newspaper:		
Day drivers:	1 1/0	40
First year	1.210	
Second year	1.280	
Third year	1.350	
Fourth year	1.400	
Fifth year and over	1.400	40
Night drivers:	1.210	40
Second year	1.280	
Third year	1.350	
Fourth year	1.400	
Fifth year and over	1.470	
Produce and grocery	1.100	48
Tractor-trailer	1.200	
Helpers	1.050	
Railway express	1.680	
Helpers	1.610	40

D: Entrance Rates

Table D-1: Minimum Entrance Rates for Plant Workers 1/

		Percent	of plant		establishmen	ts with speci	fied	
Minimum rates (in cents)	All	Manufact	uring esta	blishments	Public	Wholesale	Retail	
	industries 2/	21-100 workers	101-500 workers	501 or more workers	utilities*	trade	trade	Service
establishments	100.0	100.0	100.0	100,0	100.0	100.0	100.0	100.0
er 40	3.9	-	_	_	1	<u> </u>	7.5	31.1
	.9	-	-	-	-	-	-	12.2
r 40 and under 45	2.1	-	-	-	-	-	8.5	3.2
	2.6	-		-	-		6.3	16.
r 45 and under 50	2.7	-	-	-		8.1	2.2	,-
r 50 and under 55	1.0	-	-	-	1.1	0.1	7.2	4.
. Jo and winer JJ	.3						4.3	2.
r 55 and under 60	2.3	_	_			10.7	6.6	~-
	3.4	-	-	-	_	2.0	11.0	11.
r 60 and under 65	1.8	-	-	-	7.1		.9	7.0
	1.5	-	-	-	-	-	6.6	-
r 65 and under 70	.6	-	-	-	-	-	2.5	-
	.7		-	-	-	-	2.9	-
r 70 and under 75	1.1	-	-	-	-	- 50	4.6	-
	16.0	25.9	24.4	2.6	7.7	45.9	19.9	3.
r 75 and under 80	1.9	-	10.8	-	-	-	-	-
r 80 and under 85	7.5	72.6	,-,	6.7	2.5	2.8	-	-
oo and under oo	.8	12.6	4.4	0.7	15.6 5.7	2.0	8.4	-
r 85 and under 90	22.5		11.5	84.7	201			-
of diam diamon you are a second	1.9	7.3	8.4	-				
r 90 and under 95	3.4	19.5	10.8	-	2.7	-	-	-
r 95 and under 100	1.4	4.0	-	-	8.3	-	-	-
***************************************	5.2	27.0	3.6	-	8.4	17.9	-	40
r 100 and under 105	1.5	-	7.1	-	1.8	-	-	-
	3.0	3.7	6.5	-	7.8	5.3	-	-
r 105 and under 110	1.5	-	4.0	-	5.1	-	-	-
r 115 and under 120	.8	-	4.7		~ ~		-	-
and over	0.0	-	3.0	0.0	20.2	7.3		3.
and over	6.8	-	3.8	6.0	26.2	7.3		-

## E: Supplementary Wage Practices Table E-1: Shift Differential Provisions

Shift differential	Percent of plant workers employed on each shift in all manufacturing industries				
	2d shift	3d or other shift			
Percent of workers on extra shifts,	8.5	2.9			
	- 00	407			
Receiving shift differential	8.2	2.4			
Uniform cents (per hour)	2.4	1.5			
4 cents	.3	-			
5 cents	1.9	-			
Over 5 and under 9 cents	.1	.3			
9.3 cents	-	.8			
Over 10 cents	.1	(1/)			
Uniform percentage	5.8	.9			
5 percent	.2	-			
7 percent	5.6	.9			
Receiving no differential	.3	.5			

<sup>1/</sup> Less than .05 of 1 percent.

Lowest rates formally established for hiring either men or women plant workers other than watchmen. Excludes data for finance, insurance, and real estate.

Transportation (excluding railroads), communication, and other public utilities.

## Table E-2: Scheduled Weekly Hours

		PEI	RCENT OF OF	FICE WORKER	S 1/ EMPLOYE	D IN-		PERCENT OF PLANT WORKERS EMPLOYED IN-					
Weekly hours	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 2/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 35 hours  35 hours  Over 35 and under 37½ hours  37½ hours  Over 37½ and under 40 hours  40 hours  Over 10 and under 41 hours  41 hours  Over 41 and under 48 hours  48 hours  50 hours  Over 50 hours	0.4 .1 3.7 6.7 71.1 2.9 4.9 6.7 2.8	0.6 .3 .3 7.0 90.7 - 1.1	1.8 32.5 7.5 49.1 1.8 7.3	76.1 14.4 4.5	3.2 48.4 11.9 7.7 22.9 5.9	9.44 25.5 65.1 -	60.5	1.9 .5 .6 .64.7 2.8 5.8 5.4 13.8 .8	91.6 1.7 2.4 3.0	13.0 3.4 - - 60.2 5.1 4.0 - 1.8	45.5 20.8 6.9 12.7 3.5	28.6 4.4 13.1 14.0 33.4 2.2 4.3	28.8 3.0 8.9 8.1 51.2

1/ Data relate to women workers.
2/ Includes data for industries other than those shown separately.
\*\* Transportation (excluding railroads), communication, and other public utilities.
\*\*\* Finance, insurance, and real estate.

Paid Holidays Table E-3:

		PEI	RCENT OF OF	FICE WORKER	S EMPLOYED IN	4—		PERCENT OF PLANT WORKERS EMPLOYED IN-						
Number of paid holidays	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1/	Manufacturing	Public utilities *	Wholesale trade	Retail trade	Services	
ll establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.	
35 05 000 22 010 010 010 010 010 010 010 010											The state of the s		14- 1	
stablishments providing paid holidays	96.6	98.3	93.7	100.0	100.0	100.0	60.9	71.8	81.6	35.2	77.9	81.6	46.	
1 day	.1	- 2	-	.4	-	-	-4	1.7	2.6		6.5	1.4	3.	
2 days 3 days	.7		2.5	-	-	-	9.5	2.1	1.3	1.3	-	4.6	8.	
3½ days	.7	.6	-	.5	10.1	-	6.6	2.3	2.0	5.1	7.2	7.0	19.	
5 days 6 days	7.8 69.0	94.3	44.7	32.1 46.6	10.1	3.9	19.6	55.0	73.5	15.0	25.2	65.8	14.	
7 days 8 days	3.9 3.1	1.4	6.2	20.0	1.8	-	-	2.7	-	13.8	-	2.8		
8½ days	1.6	-	18.1	-	. :	18.6	-	-	-		and the first	-		
12 days	7.4	:	1	-	1	74.5	-	-	-		-	-	1	
Establishments providing no							39.1	28.2	18.4	64.8	22.1	18.4	53	
paid holidays	3.4	1.7	6.3	-	1	-	39.1	20.2	10.4	04.0				

1/ Includes data for industries other than those shown separately.
\* Transportation (excluding railroads), communication, and other public utilities.
\*\* Finance, insurance, and real estate.

#### Table E-4: Paid Vacations (Formal Provisions)

		PE	RCENT OF OF	FICE WORKER	S EMPLOYED I	N			PERCENT	OF PLANT W	ORKERS EMPL	OYED IN-	
Vacation policy	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
													. 1
All establishments	100.0	100.0	100.0	100.0	100,0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100,0
1 year of service													
Establishments with paid vacations	95.6	95.8	95.9	98.3	94.4	100.0	82.6	83.1	84.5	85.2	64.8	89.6	68.9
1 week Over 1 and under 2 weeks	61.7	83.1	52.4	40.2	65.0	12.7	63.3	66.7	77.4	38.7	41.6	73.8	62.1
2 weeks	32.2	12.7	43.5	55.0 3.1	29.4	86.8	19.3	16.4	7.1	46.5	23.2	15.8	6.8
Establishments with no paid vacations	4.4	4.2	4.1	1.7	5.6	-	17.4	16.9	15.5	14.8	35.2	10.4	31.1
2 years of service	,												
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week Over 1 and under 2 weeks 2 weeks 3 weeks	47.8 1.4 47.9	77.4	9.9	39.6 55.6 3.1	25.8 .6 73.6	.5 12.7 86.8	60.2	52.4 .1 32.9	73.5	10.1	39.7	35.5 .6 58.5	68.2
Establishments with no paid vacations  5 years of service	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week 2 weeks Over 2 and under 3 weeks 3 weeks	34.5 62.3 .3	57.5 40.3	9.9	12.4 82.8	24.6	96.6 2.9	46.4 36.2	18.2 67.2	4.7	10.1 75.1	31.7 33.1	35.5 59.1	56.4
Establishments with no paid vacations	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1
15 years of service													
Establishments with paid vacations	97.5	97.8	95.9	98.3	100.0	100.0	82.6	85.4	85.5	85.2	64.8	94.6	77.9
1 week	10.3 49.1 23.8 14.3	1.8 32.8 55.7 7.5	9.9 46.8 39.2	12.4 60.5	24.6 67.5 -	73.0	39.8 42.8	17.9 59.4 - 8.1	4.7 74.6	10.1 53.1 -	31.7 22.3	35.5 54.6 - 4.5	51.6 26.3
Establishments with no paid vacations	2.5	2.2	4.1	1.7	-	-	17.4	14.6	14.5	14.8	35.2	5.4	22.1

<sup>1/</sup> Includes data for industries other than those shown separately.
\* Transportation (excluding railroads), communication, and other public utilities.
\*\* Finance, insurance, and real estate.

#### Table E-5: Paid Sick Leave (Formal Provisions)

All establishments	de	10.9 13. 	13.7 26.8 - 1.1 10.8 25.7	All industries1/	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services
6 months of service Establishments with formal provisions for paid sick leave	- 10.9 - 5.6 - 5.3	10.9 13. 	13.7 26.8	2.0		100,0	100.0	100.0	
Stablishments with formal provisions	5.6	5.6 10, - 2, 5.3	- 1.1	-				1	100,0
Stablishments with formal provisions	5.6	5.6 10, - 2, 5.3	- 1.1	-					
for paid sick leave	5.6	5.6 10, - 2, 5.3	- 1.1	-					
3 days	5.6	5.6 10. - 2. 5.3	- 1.1	-	-	1.8	-	6.6	3.
1	- 5.6 - 5.3 	5.6 10. - 2. 5.3			-	-	-	-	15 75 -
10 days	5.3	5.3		(2/)	-	-	-	-	
12 days	5.3	5.3			-	-	-	5.0	3.
12 days	= =		2.9 -	-		100	1	1.6	
15 days   1.5   3.5   -				.3		1.8		1.0	37
Stablishments with no formal provisions for paid sick leave	.0 89.1			.3		1.0			
1   year of service	.0 89.1								
### Stablishments with formal provisions for paid sick leave	The second second	89.1 86.	86.3 73.2	98.0	100.0	98.2	100.0	93.4	96.
for paid sick leave									
1.5 3.6	.7 18.0	18.0 13.	13.7 33.4	8.5	4.1	10.0	2.6	17.5	12.
1.6		-		1.3	2.6	-	-	-	
7 or 10 days		-	- 1.1	2.4	1.5	8.2	-	2.3	
7 or 10 days	- 11.3	11.3 10.	10.8 16.9	2.4	-	- 1	-	10.7	
12 days		- 2	2.9 -	-	-	-	-	-	
15 or 18 days	- 5.3	5.3	- 8.8	.6	-	-	-	1.6	3.
20 days		-	- 6.6	1.0	-	1.8	1.7	-	8,
24 days	.7 -	-		.1	-	-	49	-	
30 days	- 1.4	1.4		.7	-	-	-	2.9	
Solution		-	-	-	-	S 20 7	-	-	
2 years of service       Establishments with formal provisions       for paid sick leave     14.3     8.7     24.7       5 days     1.6     3.6     -       6 days     3.6     -     18.1       7 days     2     6     -       9 days     1.1     -     -       10 days     1.1     1.0     4.1       12 days     2.6     -     -       15 or 18 days     2.6     -     -       20 days     1.8     -     -       24 days     2     -     -       30 days     1.5     3.5     -       Establishments with no formal provisions for paid sick leave     85.7     91.3     75.3       10 years of service       Establishments with formal provisions for paid sick leave     39.9     64.4     45.8       5 days     2.0     -     -       5 days     2.0     -     -       6 days     2.9     5.2     4.1	2 000	82.0 86	86.3 66.6	91.5	95.9	90.0	97.4	82.5	87.
Establishments with formal provisions for paid sick leave	.3 82.0	02.0	00.0	72.07	72.7	70.0	7104	0.0	07.
for paid sick leave							1		1
for paid sick leave									
5 days	.7 18.0	18.0 13	13.7 33.4	8.5	4.1	10.0	2.6	17.5	12.
7 days		-	- 1.1	2.5	4.1	8.2	1 2	2.3	
9 days		5.7	- 16.9	2.5	-	0.2		5.7	
10 days		- 4		1.1				5.0	
12 days	- 5.6	5.6	2.9				-	-	
15 or 18 days			10.8 8.8	.6	-	_	-	1.6	3.
20 days			- 6.6	1.0	-	1.8	1.7	-	8.
24 days	.7 -			.1	-	-	.9	-	
1.5   3.5   -	- 1.4	1.4		.7	-	-	-	2.9	
Establishments with no formal provisions for paid sick leave		-		-	-	-	-	-	
for paid sick leave									-
Establishments with formal provisions for paid sick leave	82.0	82.0 86	86.3 66.6	91.5	95.9	90.0	97.4	82.5	87.
for paid sick leave									
5 days		10.0	12 7 22 1	20.0	46.9	23.8	2.6	17.5	12
6 days 2.0 - 7 through 10 days 2.9 5.2 4.1		18.0 13	13.7 33.4	30.8	46.9	23.0	2.0	2.3	12
7 through 10 days 2.9 5.2 4.1	57	5.7	- 1.1 - 16.9	1.3	44.5	-		5.7	
	- 5.7		2.9	1.2	2.6		-	-	
			10.8 8.8	1.7	-	-	-	6.6	3
14 days 1.6 - 18.1	- 10.7			1.2	-	8.2	-	-	
15 or 18 days			- 6.6	.9	-	1.8	-	-	8
	2.7 -	-		.2	-	-	2.6	-	
24 days	- 1.4	1.4		.7	-	-	-	2.9	
30 days 1.5 3.5 -		-		-	-	-	-	-	1
65 days 1.8 - 21.1		-		2.0	-	13.8	-	-	-
Satablishments with no formal provisions for paid sick leave 60.1 35.6 54.2		82.0 86	86.3 66.6	69.2	53.1	76.2	97.4	82.5	87

<sup>1/</sup> Includes data for industries other than those shown separately.

Less than .05 of 1 percent

Transportation (excluding railroads), communication, and other public utilities
Finance, insurance, and real estate.

Occupational Wage Survey, Norfolk-Portsmouth (Hampton Roads), Va., February 1952 U.S. DEFARTMENT OF LABOR Bureau of Labor Statistics

#### Table E-6: Nonproduction Bonuses

		PERCENT OF OFFICE WORKERS EMPLOYED IN—						PERCENT OF PLANT WORKERS EMPLOYED IN-						
Type of bomus	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1	Manufacturing	Public utilities *	Wholesale trade	Retail trade	Services	
All establishments	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Setablishments with nomproduction bonuses 2/	44.0	19.2	34.9	27.0	88,2	72.1	90.5	41.3	22.5	10.0	44.9	88.9	76.2	
Christmas or year-end	38.6 3.6 5.8	16.1	34.9	27.0	72.3 9.0 7.9	69.1	78.0 9.7 9.5	37.3 3.4 1.8	22.5	10.0	7.3	76.1 8.4 4.4	60.3 12.9 11.9	
Establishments with no nonproduction bonuses	56.0	80.8	65.1	,73.0	11,8	27.9	9.5	58.7	77.5	90.0	55.1	11,1	23.8	

1/ Includes data for industries other than those shown separately.
2/ Unduplicated total.
\* Transportation (excluding railroads), communication, and other public utilities.
\*\* Finance, insurance, and real estate.

Table E-7: Insurance and Pension Plans

		PERCENT OF OFFICE WORKERS EMPLOYED IN-						PERCENT OF PLANT WORKERS EMPLOYED IN-						
Type of plan	All industries	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Finance**	Services	All industries 1	Manufacturing	Public utilities*	Wholesale trade	Retail trade	Services	
ll establishments	100.0	100.0	100.0	100,0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.	
stablishments with insurance or pension plans 2/	84.5	90.3	75.2	84.6	88.4	97.8	16.3	74.9	81.9	70.0	60.5	84.5	28	
Life insurance	83.1 65.0 65.9 39.8	90.3 86.1 83.3 66.8	72.0 43.3 51.7 44.3	81.5 75.1 71.6 19.5	84.8 69.1 72.8 9.4	97.8 4.7 15.0 28.4	16.3 3.7 6.6	71.5 58.3 59.2 35.7	78.3 72.0 65.4 54.5	68.7 53.1 55.6 51.0	58.5 39.6 45.5 8.3	78.1 55.9 69.5 7.4	28. 7. 10.	
stablishments with no insurance or pension plans	15.5	9.7	24.8	15.4	11.6	2.2	83.7	25.1	18.1	30.0	39.5	15.5	71	

1/ Includes data for industries other than those shown separately.
2/ Unduplicated total.

Transportation (excluding railroads), communication, and other public utilities.
\*\* Finance, insurance, and real estate.

## Appendix - Scope and Method of Survey

With the exception of the union scale of rates, information presented in this bulletin was collected by visits of field representatives of the Bureau to representative establishments in the area surveyed. In classifying workers by occupation, uniform job descriptions were used; these are available upon request.

Six broad industry divisions were covered in compiling earnings data for the following types of occupations: (a) office clerical, (b) professional and technical, (c) maintenance and power plant, and (d) custodial, warehousing, and shipping (tables A-1 through A-4). The covered industry groupings are: manufacturing; transportation (except railroads), communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Information on work schedules and supplementary benefits also was obtained in a representative group of establishments in each of these industry divisions. As indicated in the following table only establishments were omitted because they furnished insufficient employment in the occupations studied to warrant their inclusion.

Among the industries in which characteristic jobs were studied, minimum size of establishment and extent of the area covered were determined separately for each industry (see following table). Although size limits frequently varied from those established for surveying cross-industry office and plant jobs, data for these jobs were included only for firms meeting the size requirements of the broad industry divisions.

A greater proportion of large than of small establishments was studied in order to maximize the number of workers surveyed with available resources. Each group of establishments

of a certain size, however, was given its proper weight in the combination of data by industry and occupation.

The earnings information excludes premium pay for overtime and night work. Nonproduction bonuses are also excluded, but cost-of-living bonuses and incentive earnings, including commissions for salespersons, are included. Where weekly hours are reported as for office clerical, they refer to the work schedules (rounded to the nearest half-hour) for which the straight-time salaries are paid; average weekly earnings for these occupations have been rounded to the nearest 50 cents. The number of workers presented refers to the estimated total employment in all establishments within the scope of the study and not to the number actually surveyed. Data are shown for only full-time workers, i.e., those hired to work the establishment's full-time schedule for the given occupational classification.

Information on wage practices refers to all office and plant workers as specified in the individual tables. It is presented in terms of the proportion of all workers employed in offices (or plant departments) that observe the practice in question, except in the section relating to women office workers of the table summarizing scheduled weekly hours. Because of eligibility requirements, the proportion actually receiving the specific benefits may be smaller. The summary of vacation and sick leave plans is limited to formal arrangements. It excludes informal plans whereby time off with pay is granted at the discretion of the employer or other supervisor. Sick leave plans are further limited to those providing full pay for at least some amount of time off without any provision for a waiting period preceding the payment of benefits. These plans also exclude health insurance even though it is paid for by employers. Health insurance is included, however, under tabulation for insurance and pension plans.

ESTABLISHMENTS AND WORKERS IN MAJOR INDUSTRY DIVISIONS IN NORFOLK-PORTSMOUTH (HAMPTON ROADS), VA.,  $\underline{1}/$ , AND NUMBER STUDIED BY THE BUREAU OF LABOR STATISTICS, FEBRUARY 1952

	Minimum number		per of ishments	n Siri Siri Sandin dar direkti daudi i Saudir Spuderska sand	Employment	See Citt Street Standard Street Stree	
Item	of workers in establishments	Estimated total		Estimated total	In establishments studied		
	studied 2/	within scope of study	Studied	within scope of study	Total	Office	
Industry divisions in which occupations were surveyed on an area basis							
Il divisions	21 21 21	722 163 559	160 41 119	76,700 35,300 41,400	40,680 23,590 17,090	4,850 2,660 2,190	
wholesale trade	21 21 21 21 21	68 129 219 32 111	26 25 34 12 22	10,300 7,000 17,300 1,600 5,200	7,420 2,350 4,660 980 1,680	530 330° 560 650 120	

<sup>1/</sup> Norfolk-Fortsmouth (Hampton Roads) Area (Norfolk, South Norfolk, and Portsmouth Citics and Elizabeth City, Norfolk, Princess Anne, and Warwick Counties).

<sup>2/</sup> Total establishment employment.

3/ Hotels; personal services; business services; automobile repair shops; radio broadcasting and television; motion pictures; nonprofit membership organizations; and engineering and architectural services.

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Biller, machine Bookkeeper, hand Bookkeeping—machine operator Bricklayer (building construction) Calculating—machine operator Carpenter (building construction) Carpenter, maintenance Cleaner Cleaner Clerk, accounting Clerk, file Clerk, payroll Compositor, hand (printing) Electrician (building construction) Electrician, maintenance Engineer, stationary Fireman, stationary boiler Chuard Helper (bakeries) Helper, motortruck driver Helper, motortruck driver Helper, trades, maintenance Janitor May Development (building construction) Laborer (building construction)	3 3 3 9 3 9 6 7 3 4	Molder (bakeries)  Motortruck driver  Nurse, industrial (registered)  Office girl  Operator (local transit)  Order filler  Packer  Packer  Packer (bakeries)  Painter (building construction)  Painter, maintenance  Photoengraver (printing)  Pipe fitter, maintenance  Plasterer (building construction)  Porter  Pressman (printing)  Receiving clerk  Secretary  Sheet-metal worker, maintenance  Shipping clerk  Stenographer  Stereotyper (printing)  Stock handler  Switchboard operator	99546977996969979746774
Machine operator (printing)	9 6 6 6	Switchboard operator-receptionist	7
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#### THE OCCUPATIONAL WAGE SURVEY SERIES

In addition to this bulletin, similar occupational wage surveys are now available from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D. C. for the following communities:

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This report was prepared in the Bureau's Southern Regional Office. Communications may be addressed to:

Brunswick A. Bagdon, Regional Director Bureau of Labor Statistics Room 664 50 Seventh Street, N. E. Atlanta 5, Ga.

The services of the Bureau of Labor Statistics' regional offices are available for consultation on statistics relating to wages and industrial relations, employment, prices, labor turn-over, productivity, work injuries, construction and housing.

#### The Southern region includes the following States:

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Arkansas	Maryland	Tennessee
District of Columbia Florida	Mississippi	Texas
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